

**REPORT/RECOMMENDATION TO THE BOARD OF SUPERVISORS
OF SAN BERNARDINO COUNTY, CALIFORNIA
AND RECORD OF ACTION**

16

March 30, 2004

FROM: PATRICK J. MEAD, Interim Director
Department of Public Works, Regional Parks Division

**SUBJECT: AMENDMENT TO EMPLOYMENT AGREEMENT WITH STACI WELSCH AS
MARKETING MANAGER AT CALICO GHOST TOWN REGIONAL PARK**

RECOMMENDATION: Approve Amendment No. 1 to Employment Agreement No. 04-110 with Staci Welsch as Marketing Manager for Calico Ghost Town Regional Park to provide for additional employee benefits.

BACKGROUND INFORMATION: On February 3, 2004, the Board of Supervisors approved Employment Agreement No. 04-110 with Staci Welsch as Marketing Manager at Calico Ghost Town Regional Park (Park). The agreement currently provides compensation at an hourly rate of \$18.73, allows for an annual bonus based on overall attendance levels (this bonus shall not exceed \$5,000 per year), coverage under the County's Workers Compensation Insurance Program, and participation in the P.S.T. Deferred Compensation Plan. The agreement also provides for sick, holiday, and vacation leave time. Ms. Welsch does not participate in the County's Retirement System. In addition, Ms. Welsch is entitled to any subsequent cost of living increases as provided by the Memorandum Of Understanding (MOU) and commensurate with other County employees. The agreement is for two years.

This proposed amendment will provide Ms. Welsch with Benefit Plan Contributions and Health and Dental Coverage as apply to employees in the Administrative Services Unit as provided by the Memorandum Of Understanding (MOU) between the County and the San Bernardino Public Employees Association. These benefits were erroneously omitted from the original Employment Agreement. All other terms and conditions of Contract No. 04-110 shall remain unchanged.

REVIEW AND APPROVAL BY OTHERS: This item has been approved as to legal form by County Counsel (Deputy County Counsel Jean Rene-Basle, 387-5477) on March 17, 2004, and by the Human Resources Department (Human Resources Officer Tammy Ballesteros, 387-8138) on March 17, 2004. This item has also been reviewed by the County Administrative Office (Tom Forster, Administrative Analyst, 387-4635) on March 22, 2004.

FINANCIAL IMPACT: No impact on the General Fund will result from this action. Payments to Ms. Welsch will be made directly from the Calico Ghost Town Marketing Budget (SPS-CCR-CCR). The ongoing annual cost to the Department for these additional benefits are estimated at approximately \$12,000.

COST REDUCTION REVIEW: The County Administrative Office has reviewed this agenda item and concurs with the department's proposal because this action will provide Ms. Welsch with benefits that are commensurate with other County employees.

SUPERVISORIAL DISTRICT(S): All.

PRESENTER: Thomas A. Potter, Chief of Regional Parks.

Record of Action of the Board of Supervisors

16